



DEPARTMENT OF INDUSTRIAL RELATIONS
EXAMINATION ANNOUNCEMENT FOR
SENIOR LEGAL TYPIST
CC45 3224 6IR07
OPEN



AN AFFIRMATIVE ACTION EMPLOYER - EQUAL OPPORTUNITY TO ALL REGARDLESS OF RACE, COLOR, CREED, NATIONAL ORIGIN, ANCESTRY, SEX, MARITAL STATUS, DISABILITY, RELIGIOUS OR POLITICAL AFFILIATION, AGE, OR SEXUAL ORIENTATION.

IT IS AN OBJECTIVE OF THE STATE OF CALIFORNIA TO ACHIEVE A DRUG-FREE STATE WORK PLACE. ANY APPLICANT FOR STATE EMPLOYMENT WILL BE EXPECTED TO BEHAVE IN ACCORDANCE WITH THIS OBJECTIVE BECAUSE THE USE OF ILLEGAL DRUGS IS INCONSISTENT WITH THE LAW OF THE STATE, THE RULES GOVERNING CIVIL SERVICE AND THE SPECIAL TRUST PLACED IN PUBLIC SERVANTS

WHO SHOULD APPLY	Applicants who meet the minimum qualifications (entrance requirements) as stated below as of March 3, 2006, the final filing date . Applicants who have a permanent civil service status with the Department of Industrial Relations, excluding State Compensation Insurance Fund, may apply on a promotional basis.
HOW TO APPLY	Applications for this classification will be accepted on a continuous basis and processed for examinations to be scheduled as the needs of the Department warrant. Qualified applicants who completed applications by March 3, 2006, the final filing date , will be admitted to that examination. Applications (form 678) are available at the Department of Industrial Relations Personnel Office/Exam unit, 455 Golden Gate Avenue, 8 th Floor in San Francisco, CA 94102. This form can be accessed from either the Department of Industrial Relations website at www.dir.ca.gov or the State Personnel website at www.spb.ca.gov .
FINAL FILING DATE	Applications (Form 678) must be addressed and mailed to the Department of Industrial Relations, Attention Examination Unit, P.O. Box 420603, San Francisco CA 94142 and POSTMARKED by the United States Postal Service (a postmark by a "leased" meter will not be accepted) no later than March 3, 2006, the final filing date . Applications postmarked, personally delivered or received via inter-office mail after the final filing date will not be accepted for any reason.
SPECIAL TESTING ARRANGEMENTS	If you have a disability and need special testing arrangements, mark the appropriate box in Part 2 of the "Examination Application". You will be contacted to make specific arrangements.
REQUIRED IDENTIFICATION	Accepted applicants are required to bring either a photo identification card or two forms of signed identification to each phase of the examination.
SALARY RANGE	\$2419-2941 Range A \$2704-3285 Range B *A recruitment and retention differential pay will apply in the following counties: Alameda, Contra Costa, Los Angeles, Marin, Orange, San Diego, San Francisco, San Mateo and Santa Clara.
LOCATIONS OF POSITIONS	Positions are located statewide with the Department of Industrial Relations' Division of Workers' Compensation and the Workers' Compensation Appeals Board.
ELIGIBLE LIST INFORMATION	An eligible list will be established for the Department of Industrial Relations (Excluding the State Compensation Insurance Fund). The list will be abolished 12 months after it is established unless the needs of the service and conditions of the list warrant a change in this period.
EXAMINATION INFORMATION	Candidates who meet the Requirements for Admittance to the Examination (Minimum qualifications) will be scheduled for a Qualifications Appraisal Panel Interview in April/May 2006.

REQUIREMENTS FOR ADMITTANCE INTO THE EXAMINATION	Qualifying experience may be combined on a proportionate basis if the requirements stated below include more than one pattern and are distinguished as Either "I" or "II". For example, candidates that have qualifying experience amounting to 50% of the required time of Pattern I, and additional experience amounting to 50% of the required time of Pattern II, may be admitted to an examination as meeting 100% of the overall experience requirement.
MINIMUM QUALIFICATIONS	<p style="text-align: center;">Either I</p> <p><u>Experience:</u> One year of experience in typing and clerical work, at least six months of which shall have been in work of a legal nature requiring the preparation of legal correspondence, petitions, briefs, motions, depositions, and various legal notices and forms. Academic education above the 12th grade may be substituted for six months of the required general experience on the basis of either one year of general education being equivalent to three months of general experience, or one year of education of a business or commercial nature being equivalent to six months of general experience.</p> <p style="text-align: center;">Or II</p> <p>Completion of a certificated legal secretarial program at either a regional accredited college or business school approved by the Bureau of Private Postsecondary and Vocational Educational and accredited by the Accrediting Council for Independent Colleges and Schools may be substituted for all of the required general and legal experience.</p>
ADDITIONAL DESIRABLE QUALIFICATIONS	Education equivalent to completion of the 12 th grade.
SPECIAL PERSONAL CHARACTERISTIC	A demonstrated interest in assuming increasing responsibility.
POSITION DESCRIPTION	An incumbent in this class performs the less complex legal secretarial work in State service. Under general supervision, in either a secretarial capacity or in a typing pool, performs legal typing and difficult clerical work that may involve transcribing dictation from a dictating machine and performing related office work required in preparing and processing a variety of legal documents.
QUALIFICATIONS APPRAISAL INTERVIEW WEIGHTED –100%	<p>This examination will consist of a qualifications appraisal interview only. The interview will include a number of pre-determined job-related questions. In order to obtain a position on the eligible list, a minimum rating of 70.00% must be attained in the interview. COMPETITORS WHO DO NOT APPEAR FOR THE INTERVIEW WILL BE DISQUALIFIED.</p> <p style="text-align: center;">Qualifications Appraisal Interview</p> <p>Scope: In addition to evaluating the competitor's relative abilities as rated by quality and breadth of experience, emphasis in the examining interview will be on measuring competitively, relative to job demands, each competitor's:</p> <p>A. Knowledge of:</p> <ol style="list-style-type: none"> 1. Technical legal terms and various legal forms and documents and their processing; 2. Modern office methods, supplies, and equipment; 3. Business English and correspondence.

	<p>B. Ability to:</p> <ol style="list-style-type: none">1. Type at a speed of 45 words per minute;2. Read and write English at a level required for successful job performance;3. Establish and maintain effective working relationships;4. Prepare correspondence independently;5. Perform difficult legal clerical work including the ability to process a large variety of legal documents, spell correctly, use good English, and make arithmetic computations;6. Transcribe accurately difficult dictation involving a variety of legal terms from a dictating machine;7. Communicate effectively;8. Follow directions;9. Analyze situations accurately and take effective action.
VETERANS PREFERENCE	<p>Veteran's preference points will be added to the final score of all open competitors in this examination who qualify for, and have requested these points and who are successful in all part(s) of the examination. (See "General Information" on this bulletin for information regarding veteran's preference points.)</p>

GENERAL INFORMATION

For an examination without a written feature, it is the candidate's responsibility to contact the Personnel Office at 1-800-564-0771 three weeks after the final filing date if he/she has not received a progress notice.

If a candidate's notice of oral interview or performance test fails to reach him/her prior to the day of the interview due to a verified postal error, he/she will be rescheduled upon written request.

Applications are available at State Personnel Board offices, local offices of the Employment Development Department and the Department of Industrial Relations. It can also be downloaded from either the State Personnel Board website at www.spb.ca.gov or the Department of Industrial Relations website at www.dir.ca.gov.

If you meet the requirements stated on the reverse, you may take this examination, which is competitive. Possession of the entrance requirement does not assure a place on the eligible list. Your performance in the examination described on this bulletin will be compared with the performance of the others who take this test, and all candidates who pass will be ranked according to their scores.

The Department reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service law and rules and all competitors will be notified.

Examination Locations: When a written test is part of the examination, it will be given in such places in California as the number of candidates and conditions warrant. Ordinarily, oral interviews are scheduled in Sacramento, San Francisco, and Los Angeles. However, locations of interviews may be limited or extended as conditions warrant.

Eligible Lists: Eligible lists established by competitive examination regardless of date, must be used in the following order: 1) subdivisional promotional; 2) departmental promotional; 3) multidepartmental promotional; 4) servicewide promotional; 5) departmental open; and 6) open. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in from one to four years unless otherwise stated in this bulletin.

General Qualifications: Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination may be required. In open examinations, investigation may be made of employment records and personal history and fingerprinting may be required.

Interview Scope: If an interview is conducted, in addition to the scope described on the other side of this bulletin, the panel will consider education, experience, personal development, personal traits, and fitness. In appraising experience, more weight will be given to the breadth and recency of pertinent experience and evidence of the candidate's ability to accept and fulfill increasing responsibilities than to the length of his/her experience. Evaluation of a candidate's personal development will include consideration of his/her recognition of his/her own training needs; his/her plans for self-development and the progress he/she has made in his/her efforts toward self-development.

Veterans Preference: California law limits the granting of veterans preference credits to entrance examinations. When credit is granted it is as follows: 10 points for veterans, widows, or widowers of veterans and spouses of 100% disabled veterans; and 15 points for disabled veterans. Directions for applying for veteran's preference are on the Veterans Preference Application form which is available from State Personnel Board offices or written test proctors.

High School Equivalent: Equivalence to completion of the 12th grade may be demonstrated in any one of the following ways: 1) passing the General Development (GED) Test; 2) completion of 12 semester units of college-level work; 3) certification from the State Department of Education, a local school board, or high school authorities that the candidate is considered to have education equivalent to graduation from high school; or 4) for clerical and accounting classes, substitution of business college work in place of high school on a year-for-year basis.

California Relay System Telephone number for the deaf and hearing impaired: 1-800-735-2929